

EXHIBIT E



287 Grove Street
Worcester, MA 01605
Phone: 508.756.8324
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5/18/11
Phil Donahue
287 Grove Street
Worcester, MA. 01605

Dear Mr. Donahue

Re: Step 1 Grievance – (#1125) – Grieving the fact that you believe Mr. Rossi should be made whole and reinstated to his former position.

After reviewing your grievance in full, the company acted properly. Therefore your grievance is denied.

Sincerely,

David M Trabucco
Director of Operations

Cc: J. Carney, GM,
D Trabucco, Ops Mgr
Human Resources
Donna Novelli
Chris Bruce. B.A. ATU